



**Delaware Workforce Development Board
Scheduled Board Meeting
Goodwill of Delaware and Delaware County
300 East Lea Blvd.
Wilmington, De. 19802
May 15, 2018
Minutes**

Attendees: Jeff Bross (acting Chair); Justina Sapna; Alisha Bryson; Mitch Magee; Luke Rhine; Cerron Cade; Barry Crozier; Kerry Delgado; Robert Eppes; Andrea Guest; Toby Lamb; Stephen Lehm; Ed Osienski; Nello Paoli Jr.; Nicole Poore; Mark Stellini; Michelle Taylor; Ray Fitzgerald; Peggy Geisler; JJ Johnson; Alice Coleman; Ed Capodanno; Gerald Esposito; John Chrzanowski; John Austin; Mike Begatto;

Staff: Robin McKinney-Newman; Bill Potter; Victoria Counihan

Guests: Stacey Laing; Joyce Ottinger; Richard Fernandes; Robert Ford; Colleen Cunningham; Eric Wells; Rob Martinelli; Lori Reeder; Rachel Turney; Matthew Powell; Shyanne Miler; Hope Ellsworth.

Call for a Quorum

Minutes approved. Mitch Magee moved, John Chrzanowski seconded, and the motion carried.

Performance Measures.

Lori Reeder reviewed the new format for performance measures reminding everyone that all the core patterns would have to submit reports and the cumulative average of the all partners must be above 90 % of negotiated performance. Internal target for DOL-DET is 100%.

Ms. Reeder said US DOL was still gathering information. We will not have two years of performance for until the end of PY 19. There is no chance for sanctions until the end of 2019.

Mr. Bross said sanctions are a loss of funding for training dollars. There is some confusion, about how any sanction would be adjudicated and if all core programs would suffer if only one program failed.

Mr. Potter asked Mr. Bross to forward a motion to amend the agenda so Stacey Laing could discuss appeals process update. Motions were made and agenda amended.

Youth Council.

Michelle Taylor briefed the organization on the youth employer meeting scheduled at PolyTech and that the governor had committed to the event. Ms. Taylor said the event was attended by about 80 people. She identified that a database of youth employers doesn't exist. Ms. Taylor also said her committee was working on its governance.

Proposal Review and Certification Committee

Mr. Bross and Mr. Chrzanowski (aka John C.) congratulated the staff on the work for the RFP process. John C said he was disappointed at the participation from the Board members as panelists.

Rachel Turney reviewed the recommendations for RFP awards and a robust conversation ensued. Several areas of concern were raised; of particular concern was the procedure of holding the award sheets until the board meeting. She said the overall expenditures were close to \$9 million.

Mr. Bross said the panels did a very thorough good.

Hon. JJ Johnson asked what the differences were between the new process and the old process.

Rachel reviewed the changes to the process. She highlighted the elimination of proposal development session, electronic submissions; the number of times the committees were reviewed by the panels; and three step elimination process.

Mr. Potter added that the new process weighted the written submission greater than the oral presentation.

Alysha Bryson concurred with Mr. Bross, saying the process vastly improved.

Panel members gave an overview of their impression of the new process.

Rep. Johnson asked if it were the same providers we always get. A discussion ensued that there were some new providers, but the tried and true providers were the majority of the awards.

Ms. Turney said there was unanimity in the bottom three for every panel.

Mr. Potter said the break between in school and out of school funding was 40% -- 60% respectively.

A general discussion of funding considerations was focused on a lack of submissions from Kent and Sussex Counties. A robust discussion ensued about the location of programs and the adjudication of school programs.

Secretary Cerron Cade mentioned that Industrial Affairs had a presence on every panel. This was a new addition to the process.

Sen Nicole Poore asked questions regarding the expansion of programs.

Mr. Bross said the panels were always concerned about the different measures for use.

Sen. Poore said she was concerned about the need for additional technical assistance for new providers.

Andrea Guest mentioned that some proposers had been awarded TRAIN Grants.

Ms. Turney gave an overview of the TRAIN program and thought it an entry point to the RFP process.

Ms. Turney asked the board to set aside \$100,000 to fund provider follow up.

Victoria Counihan asked if the follow-up requirement was already listed as a requirement in the original contract, and if so, why are we funding it with additional money.

Rachel said she was concerned that if the contract had expired we don't have any funding to hold people accountable.

Stacey discussed the Interfaith Controversy and the impact it would have on the RFP funding. Ms. Laing described the process which Interfaith got its implementation grant. (Interfaith had come under scrutiny due to alleged irregularities) She gave an overview of different inspection opportunities. Ms. Laing said most of the current investigation concerns wages and how those wages are defined as employees or contractors. She said the investigation is ongoing and she would continue to monitor the process.

Ms. Laing proposed that the board fund paid work experience and add \$224,000 to the contracts.

JJ Johnson wanted to know if the board had anything to do with the Interfaith. Ms. Laing said she believe that the board had no involvement as it never signed off on the Train grant contracts until recently.

Mr. Johnson said he had similar concerns about the Challenge programs. Mr. Johnson said we should be cognizant of those programs "that talk a good game."

Rep Osienski said he was concerned that the Challenge program was not getting the level of inspections required; he was concerned that programs like challenge who work away from a permanent site (e.g. work sites).

Sec. Cade said the DET staff mostly checks on contract compliance and the opportunity is to get IA in the loop for inspection.

Rep. Osienski. Mr. Oseinski asked if there is a reason the board doesn't get the recommendation for the RFP until the day of the meeting and don't have a chance to review it and comment or if they had questions.

Mr. Potter said he had sent it out earlier. Mr. Potter then realized he had made a mistake and said he had not sent it out. He said the reason he doesn't send it out was because some board members are also providers and wanted to maintain the integrity of the process.

Mr. Bross said this is an important discussion and that the process was rushed.

Nello Paoli also raised concerns that the board was being asked to vote on \$9 million of blue collar money and has not had the opportunity to review.

A detailed discussion of insurance liability and employee status ensued.

Nicole Poore asked if there was some way we could make sure, since the DWDB had gone to two years contracts, if there was some way we could ensure review performance after one year, especially with new providers.

Rachel Turney reviewed some of the requirements of the RFP. She explained rating and ranking of proposals and how mid-course corrections were administered. She said input to the panel was important consideration.

Alisha Bryson told the board, the panel was well aware of situations based on knowledge from panelists and staff.

Sen. Poore asked if new providers were evaluated annually. Mr. Potter said the programs would be evaluated and those who didn't do well would be eliminated.

Ms. Bryson reminded the board the panel had eliminated Interfaith days before the News Journal Story.

Mr. Osienski, said he wanted it in the minutes that moving forward the board should get documents it needed well before it is time to vote.

Toby Lamb said his flagger program had to have several days of inspection before it was approved and wonder why approval for these programs different. Sec Cade explained that these were different events.

Mr. Potter said the decision to withhold the recommendation sheet was his, because he was concerned of the myriad of conflicts of interest throughout the board. He wanted to make sure no providers or those with conflicts of interest had any pre-notification.

Michelle Taylor said she had spent a great deal of time with this. She said the board needs to be more respectful to the people went through the process. She reminded the board that the decisions didn't come from Rachel and Bill, but rather from the panel leads.

Mr. Bross asked what the effect was if the board deferred a vote to give board members more time to review the recommendation until the next board.

The staff said since most contracts expire 30 June 2018, it was important to get the contracts approved as soon as possible. Board members debated back and forth. John C. reminded the board-at-large that the panels were representative of the board.

Nicole Poore said she was concerned that if new funders were getting awards then how we check to make sure the funds are well and correctly spent.

Ed Capodanno said we should get the recommendations ahead of time and if people want to leak information the board and the board can handle the any leaks.

Ms. McKinney-Newman notified the board that some providers were already asking about funding even though nothing had been voted.

John C. moved that funding be approved as presented, Mitch Magee seconded the motion. The results were 18 for, 0 against, and four recusals.

Recused

- Nicole Poore
- Justina Sapna
- Kerri Delgado
- Ed Capodanno

Kerry Delgado said we need to review the policy for conflicts of interest. Ms. Delgado also said the open discussion was truly appreciated and refreshing.

Alisha Bryson said the board panels were able to sniff out a potential problem with Interfaith and did so before it ever made it to the paper.

Financial Oversight. Barry Crozier reviewed the financials and report that both DOL-DET and DWDB were under budget.

Pathways. Luke Rhine reported gave an update on the pathways.

Chairman's Report

Jeff Bross announced there would be no July meeting.

Rob Martinelli from Today Media told the board his company would be making a "Stuff Made in Delaware" insert to the Delaware Business Journal and asked if the board would sign a letter attesting to the importance of Delaware manufacturing. Bill Potter was tasked to assist Mr. Martinelli.

Meeting adjourned